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ELECTRONICALLY FILED BY  
Superior Court of California,  
County of Monterey  
On 06/30/2025  
By Deputy: Nazarian, Agnes

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
**COUNTY OF MONTEREY**

JOSEPH KIM, an individual, and JESUS  
OLIVEROS ORTIZ, an individual, on behalf of  
themselves and all others similarly situated,

Plaintiff,

v.

INCOTEC INTEGRATED COATING AND  
SEED TECHNOLOGY, INC., a California  
Corporation, CRODA, INC., a New Jersey  
Corporation, and DOES 1 through 20, inclusive,

Defendants.

Case No. 21CV001342

~~PROPOSED~~ ORDER GRANTING  
FINAL APPROVAL OF CLASS ACTION  
SETTLEMENT

1 **TO ALL PARTIES AND THEIR ATTORNEYS OF RECORD:**

2 Plaintiffs' motion for final approval of class action settlement is granted. Having read the  
3 Joint Stipulation of Class Action Settlement and Release ("Settlement Agreement") attached as  
4 Exhibit "A" to the Declaration of Jonathan LaCour and supporting documents, the motion for  
5 preliminary approval, as well as the points and authorities and declaration filed in support thereof,  
6 the Court finds that: the proposed settlement appears fair, reasonable, and adequate; notice of the  
7 proposed settlement should be sent to the class in the manner described herein; and a hearing should  
8 be held after said notice is issued to determine if the Settlement Agreement and the proposed  
9 settlement are fair, reasonable, and adequate to the class and if an order granting final approval  
10 should be entered in this action based upon the terms of the Settlement Agreement.

11 **IT IS HEREBY ORDERED** as follows:

- 12 1. The Settlement Agreement shall be enforced by its terms
- 13 2. The Court certifies the class, namely the Class Members and PAGA Members, for purposes  
14 of settlement.
- 15 3. The Court finds that the settlement is fair, adequate and reasonable.
- 16 4. Class Counsel, Employees First Labor Law, are collectively awarded \$52,500.00 in  
17 attorneys' fees and \$5,936.96 in costs to be distributed in accordance with any agreements between  
18 them.
- 19 5. The Court awards \$10,000.00 to CPT Group, Inc. as costs to the Claims Administrator for  
20 its costs and fees.
- 21 6. The Court awards \$25,000.00 as a civil penalty under the Private Attorney General Act,  
22 *Lab. Code* section 2698 *et seq.* ("PAGA"), 75% of which (\$18,750.00) shall be paid to the State of  
23 California via the Labor and Workforce Development Agency and the remaining 25% of which  
24 (\$6,250.00) will be distributed amongst the PAGA Members.
- 25 7. The Claims Administrator is to provide notice to the Class Members and PAGA Members  
26 pursuant to *California Rules of Court*, Rule 3.771(b)
- 27 8. The parties agree to name California Rural Legal Assistance, Inc. as the *cy pres* beneficiary  
28 of any unclaimed funds.


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1           The Court reserves exclusive and continuing jurisdiction over the litigation, the Class  
2 Representatives, the Class Members and PAGA Members, and Defendant for purposes of  
3 supervising the implementations, enforcement, construction, administration and interpretation of  
4 the Settlement Agreement and this Judgment.

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6           **IT IS SO ORDERED**

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8 DATED: 6/30/2025

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JUDGE OF THE SUPERIOR COURT  
CARRIE M. PANETTA